

FORM NLRB-501
UNDER 44 U.S. 3512

FORM EXEMPT

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-113336	September 13, 2013

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Thyssenkrupp Stainless USA, LLC a subsidiary of Outokumpu Stainless USA, LLC	b. Number of workers employed Approximately 400	
c. Address (street, city, state, ZIP code) 1 ThyssenKrupp Drive POB 13000 Calvert, AL 36513-1300	d. Employer Representative Jack Lambremont Attorney	e. Telephone No. (251) 829-3636 Fax (251) 829-5982
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Steel Production	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices, affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
On or about (b) (6), (b) (7)(C) 2013 the above named employer, by its officers, agents, and representatives, unlawfully terminated the employment of (b) (6), (b) (7)(C) in retaliation for union activity.		
3. Full EMPLOYER name of party filing charge (If labor organization, give full name, including local name and number) United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC		
4a. Address (street and number, city, state and ZIP code) Five Gateway Center, Room 913 Pittsburgh, PA 15222	4b. Telephone No. (412)562-2529	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization. United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <u>Basil M. Gills</u> Signature of representative or person making charge	Title	Organizing Counsel
Address USW Organizing Department Room 913 Five Gateway Center, Pittsburgh, PA 15222	Telephone No. (412)562-2529	Date 9-13-13

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 S Maestri Pl Fl 7
New Orleans, LA 70130-3414

Agency Website: www.nlrb.gov
Telephone: (504)589-6361
Fax: (504)589-4069

September 16, 2013

JACK LAMBREMONT, ATTORNEY
THYSSENKRUPP STAINLESS USA, LLC,
A SUBSIDIARY OF OUTOKUMPU
STAINLESS USA, LLC
PO BOX 13000
1 THYSSENKRUPP DRIVE
CALVERT, AL 36513-1300

Re: THYSSENKRUPP STAINLESS USA, LLC
A SUBSIDIARY OF OUTOKUMPU
STAINLESS USA, LLC
Case 15-CA-113336

Dear Mr. LAMBREMONT:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Board Agent MATTHEW J. DOUGHERTY whose telephone number is (504)589-2114. If this Board agent is not available, you may contact Deputy Regional Attorney ANDREA J. WILKES whose telephone number is (504)589-3157.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as

possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

September 16, 2013

We can provide assistance for persons with limited English proficiency or disability.
Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "M. Kathleen McKinney". The signature is written in a cursive style with a small star-like mark above the "n" in "McKinney".

M. KATHLEEN MCKINNEY
Regional Director

MKM/lyf

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 S Maestri Pl Fl 7
New Orleans, LA 70130-3414

Agency Website: www.nlr.gov
Telephone: (504)589-6361
Fax: (504)589-4069

September 16, 2013

BRAD MANZOLILLO
ORGANIZING COUNSEL
UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE WORKERS
INTERNATIONAL UNION, AFL-CIO, CLC
FIVE GATEWAY CENTER, ROOM 913
PITTSBURGH, PA 15222

Re: THYSSENKRUPP STAINLESS USA, LLC
A SUBSIDIARY OF OUTOKUMPU
STAINLESS USA, LLC
Case 15-CA-113336

Dear Mr. MANZOLILLO:

The charge that you filed in this case on September 13, 2013 has been docketed as case number 15-CA-113336. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Board Agent MATTHEW J. DOUGHERTY whose telephone number is (504)589-2114. If the Board agent is not available, you may contact Deputy Regional Attorney ANDREA J. WILKES whose telephone number is (504)589-3157.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession.

September 16, 2013

Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in cursive script that reads "M. Kathleen McKinney".

M. KATHLEEN MCKINNEY
Regional Director

MKM/lyf

Enclosures

cc: RICHARD J. BREAN
GENERAL COUNSEL
UNITED STEEL, PAPER AND
FORESTRY, RUBBER,
MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION,
AFL-CIO, CLC
FIVE GATEWAY CENTER, STE 807
PITTSBURGH, PA 15222-1214

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-113336	November 25, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer THYSSENKRUPP STAINLESS USA, LLC		b. Tel. No. (251)829-3636
		c. Cell No.
d. Address (street, city, state ZIP code) PO Box 13000, 1 Thyssenkrupp Dr, Calvert, AL 36513-1300	e. Employer Representative Jack Lambremont	f. Fax No. (251)829-5982
		g. e-Mail
		h. Dispute Location (City and State) CALVERT, AL
i. Type of Establishment (factory, nursing home, hotel) Factory	j. Principal Product or Service Steel Production	k. Number of workers at dispute location 400
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On or about (b) (6), (b) (7)(C) 2013 the above named Employer, by its officers, agents, and representatives, unlawfully harassed employee (b) (6), (b) (7)(C) in retaliation for union activity by pulling (b) (6), (b) (7)(C) into a meeting with management to discuss (b) (6), (b) (7)(C) facebook activity.</p> <p>On or about (b) (6), (b) (7)(C) 2013 the above named Employer, by its officers, agents, and representatives, unlawfully terminated the employment of (b) (6), (b) (7)(C) in retaliation for union activity.</p>		
3. Full name of party filing charge (If labor organization, give full name, including local name and number) UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION, AFL-CIO, CLC		
4a. Address (street and number, city, state, and ZIP code) FIVE GATEWAY CENTER, ROOM 913, PITTSBURGH, PA 15222		4b. Tel. No. (412)562-2529
		4c. Cell No.
		4d. Fax No. (412)562-2555
		4e. e-Mail bmanzolillo@usw.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (412)562-2529
By: <u>Brad Manzolillo</u>	Brad Manzolillo	Office, if any, Cell No.
(signature of representative or person making charge)	Print Name and Title	Fax No. (412)562-2555
Address: FIVE GATEWAY CENTER, ROOM 913, PITTSBURGH, PA 15222	Date: 11-25-13	e-Mail bmanzolillo@usw.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully

set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006) The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes

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11-25-13
11:25 PM
11-25-13



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 S Maestri Pl Fl 7
New Orleans, LA 70130-3414

Agency Website: www.nlrb.gov
Telephone: (504)589-6361
Fax: (504)589-4069

November 26, 2013

JACK LAMBREMONT, ATTORNEY
THYSSENKRUPP STAINLESS USA, LLC,
A SUBSIDIARY OF OUTOKUMPU STAINLESS USA, LLC
PO BOX 13000
1 THYSSENKRUPP DR
CALVERT, AL 36513-1300

Re: THYSSENKRUPP STAINLESS USA, LLC
A SUBSIDIARY OF OUTOKUMPU
STAINLESS USA, LLC
Case 15-CA-113336

Dear Mr. LAMBREMONT:

Enclosed is a copy of the first amended charge that has been filed in this case.

Investigator: This charge is being investigated by Board Agent MATTHEW J. DOUGHERTY whose telephone number is (504) 589-2114. If the agent is not available, you may contact Deputy Regional Attorney ANDREA J. WILKES whose telephone number is (504) 589-3157.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

November 26, 2013

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

A handwritten signature in black ink that reads "M. Kathleen McKinney". The signature is written in a cursive style with a small star-like mark above the letter 'n' in McKinney.

M. KATHLEEN MCKINNEY
Regional Director

MKM/par

Enclosure: Copy of first amended charge



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 S Maestri Pl Fl 7
New Orleans, LA 70130-3414

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Telephone: (504)589-6361
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November 26, 2013

BRAD MANZOLILLO, ORGANIZING COUNSEL
UNITED STEEL, PAPER AND FORESTRY, RUBBER,
MANUFACTURING, ENERGY, ALLIED INDUSTRIAL
AND SERVICE WORKERS INTERNATIONAL UNION,
AFL-CIO, CLC
FIVE GATEWAY CENTER, ROOM 913
PITTSBURGH, PA 15222

Re: THYSSENKRUPP STAINLESS USA, LLC
A SUBSIDIARY OF OUTOKUMPU
STAINLESS USA, LLC
Case 15-CA-113336

Dear Mr. MANZOLILLO:

We have docketed the first amended charge that you filed in this case.

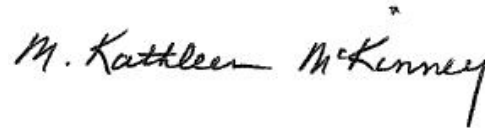
Investigator: This charge is being investigated by Board Agent MATTHEW J. DOUGHERTY whose telephone number is (504) 589-2114. If the agent is not available, you may contact Deputy Regional Attorney ANDREA J. WILKES whose telephone number is (504)589-3157.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

November 26, 2013

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

A handwritten signature in black ink that reads "M. Kathleen McKinney". The signature is written in a cursive style with a small star-like mark above the "n" in McKinney.

M. KATHLEEN MCKINNEY
Regional Director

MKM/par

Enclosure: Copy of first amended charge

cc: RICHARD BREAN, GENERAL COUNSEL
UNITED STEELWORKERS OF AMERICA,
AFL-CIO, CLC
FIVE GATEWAY CENTER
ROOM 807
PITTSBURGH, PA 15222-1214



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 15
600 S Maestri PI Fl 7
New Orleans, LA 70130-3414

Agency Website: www.nlrb.gov
Telephone: (504)589-6361
Fax: (504)589-4069

December 23, 2013

Brad Manzolillo, Organizing Counsel
United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied Industrial
and Service Workers International Union,
AFL-CIO, CLC
Five Gateway Center, Room 913
Pittsburgh, PA 15222

Re: THYSSENKRUPP STAINLESS USA,
LLC A SUBSIDIARY OF OUTOKUMPU
STAINLESS USA, LLC
Case 15-CA-113336

Dear Mr. Manzolillo:

We have carefully investigated and considered your charge that THYSSENKRUPP STAINLESS USA, LLC has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge makes the following allegations that the Employer violated Section 8(a)(1)&(3) of the Act:

- (1) On or about (b) (6), (b) (7)(C) 2013 the above named Employer, by its officers, agents, and representatives, unlawfully harassed employee (b) (6), (b) (7)(C) in retaliation for union activity by pulling (b) (6), (b) (7)(C) into a meeting with management to discuss (b) (6), (b) (7)(C) facebook activity.
- (2) On or about (b) (6), (b) (7)(C), 2013 the above named Employer, by its officers, agents, and representatives, unlawfully terminated the employment of (b) (6), (b) (7)(C) in retaliation for union activity.

The investigation disclosed insufficient evidence that the Employer harassed (b) (6), (b) (7)(C) or terminated (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) Union activity.

Section 7 of the National Labor Relations Act protects the rights of employees “to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.” Under the test set forth in Wright Line, in order to prove a violation of the Act, there must be sufficient evidence to show that the discriminate engaged in union activity that the employer was aware of, and that this activity was a “motivating factor” (showing union animus) for the action taken against the discriminatee. See Wright Line, 25 NLRB 1083 (1980), enforced. 662 F.2d. 899 (1st Cir. 1981), cert. denied. 455 U.S. 989 (1982).

Based on the investigation, the evidence failed to demonstrate that the Employer harassed or terminated (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) Union activity. Although (b) (6), (b) (7)(C) was a Union supporter, there is little evidence that the Employer knew of (b) (6), (b) (7)(C) Union activity. Further, the Employer was able to present evidence supporting its Wright Line defense that it terminated (b) (6), (b) (7)(C) for legitimate business reasons and that the management meeting and/or termination would have occurred absent (b) (6), (b) (7)(C) Union activity. Finally, the investigation disclosed insufficient evidence of any recent anti-Union animus by the Employer or any possible Union activity that could have prompted the Employer to terminate (b) (6), (b) (7)(C) for unlawful reasons. Accordingly, further proceedings are not warranted, and I am refusing to issue a complaint.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency’s website at www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **January 6, 2014**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency’s website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than **January 3, 2014**.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number and follow the

December 23, 2013

detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before January 6, 2014**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at

a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/

SUSAN O. CROCHET
Acting Regional Director

SOC/pal

Enclosure

cc: General Counsel, Office Of Appeals
Franklin Court Building
National Labor Relations Board
1099 14th Street, NW
Washington, Dc 20570

Richard Brean, General Counsel
United Steel Workers of America,
AFL-CIO, CLC
Five Gateway Center, Room 807
Pittsburgh, PA 15222-1214

Jack Lambremont, Attorney
ThyssenKrupp Stainless USA, LLC,
A subsidiary of Outokumpu Stainless
USA, LLC
PO Box 13000
1 Thyssenkrupp Drive
Calvert, AL 36513-1300

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

**THYSSENKRUPP STAINLESS USA, LLC A SUBSIDIRY OF
OUTOKUMPU STAINLESS USA, LLC**

Case Name(s).

15-CA-113336

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)